

# WELCOME TO THE FLW EQUAL OPPORTUNITY REPRESENTATIVE COURSE

# *Course Introduction*

- ◆ Administrative Requirements
- ◆ Course Overview
- ◆ Students Instructions

# *Administrative Requirements*

- ◆ Class Leader
- ◆ Roster
- ◆ Training schedule
- ◆ House keeping
- ◆ Uniform

# *A two week course*

## ♦ Phase one

- Overview of Army's EO program
- Role of EOA
- Role of EOR

## ♦ Phase two

- Individual and group behavior
- Communications Process
- Effective Listening Process
- Understanding of self
- Conflict awareness
- Perception process

# *Course Overview*

## ◆ Phase Three

- Discrimination
- Racism
- Sexism
- Sexual Harassment
- System/Victim focus
- Extremists

## ◆ Phase Four

- Equal opportunity skills
- EO complaint process
- Information gathering
- Affirmative Action
- Ethnic observances

# *Course Overview*

- ◆ Phase Five
  - Concepts of Race and Cultures
  - Historical, cultural, and contemporary issues

# *Student Expectations*

- ◆ Listen for understanding, not agreement
- ◆ Treat others with dignity and respect
- ◆ Sit by someone different every day
- ◆ Silence is agreement
- ◆ Everyone's opinion is important
- ◆ Don't interrupt or debate
- ◆ Be on time

# *Student Expectations*

- ◆ Table topics
- ◆ Speak for self
- ◆ Use inclusionary language
- ◆ Participate in the exercises
- ◆ If your tired, stand up
- ◆ Do not miss class
- ◆ Instructors are in charge



# *Building Orientation*

- ♦ Break area
  - Soda machines, snack bar
- ♦ Restrooms
- ♦ Smoking Area

# QUESTIONS?